

27 March 2023, 13:00-14:30  
MS Teams online meeting  
Minutes

### Attendees

More than the minimum number of attendees required were present. The meeting was quorate.

**Action: LEIG Manager to re-circulate the most recent action plan for LEIG to read over.**

General updates from EDI team

## AOB wellbeing

Following from the above, members noted that staff have become responsible for safeguarding students on a level that is outside of their remit when the institution takes a stance that is detrimental to the wellbeing of LGBTQ+ students. Members noted that acting as a buffer carries a high emotional burden.

External critical friends offered some insight on remedying this. For example, there is a need to develop and support a network of "first responders" with LGBTQ+ knowledge who can support students and staff with these issues. Critical friends also noted that at other universities, these pastoral issues occurred, and staff and fellows were given training on specialist areas to provide support.

It was also noted that Report & Support responses have felt depersonalised and dismissive of concerns. There appears to be a lack of acknowledgement regarding the distress that certain events can have on LGBTQ+ individuals.